

# **Student Achievement and Teacher Quality Program Senate File 277**

*As amended by House Amendment S-3298  
and Senate Amendment H-1738*

Last Action:

**Senate Floor**

April 16, 2007

## **Executive Summary Only**

**An Act relating to the state's educational standards regarding teacher librarians and qualified guidance counselors, and to teacher and administrator quality, including the student achievement and teacher quality program and an administrator quality program, making appropriations, and providing an effective date.**

**Fiscal Services Division  
Legislative Services Agency**

## **NOTES ON BILLS AND AMENDMENTS (NOBA)**

Available on line at <http://www3.legis.state.ia.us/noba/index.jsp>

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**EXECUTIVE SUMMARY  
NOTES ON BILLS AND AMENDMENTS**

**SENATE FILE 277 AS AMENDED BY S-3298 AND H-1738  
STUDENT ACHIEVE. & TEACHER QUALITY PROGRAM**

**SENATE AMENDMENT H-1738 TO  
HOUSE AMENDMENT S-3298**

*Page and Line numbers refer to the location where the amendment action is inserted into S-3298.*

- Creates a Professional Support Fund in the State Treasury to be administered by the School Budget Review Committee (SBRC) to provide one-time grants to school districts to add one or more teacher librarians, guidance counselors, or school nurses. To qualify for the grants, districts must have a cash reserve of 25.0% or less and a demonstrated need for funding. (Page 1, Line 39)
- Strikes the provision that a Teacher Quality Committee's decision regarding the use and distribution of professional development funds is subject to the local school board's approval. (Page 3, Line 20)
- Reduces the FY 2008 and FY 2009 allocation for National Board Certification awards by \$400,000, leaving an annual allocation of \$1.1 million. (Page 3, Line 41)
- Allocates \$1.0 million of the remaining FY 2008 and FY 2009 allocation for National Board Certification to the Professional Support Fund administered by the SBRC for grants to local school districts. (Page 3, Line 41)
- Reduces the FY 2008 and FY 2009 General Fund appropriations to the Student Achievement and Teacher Quality Program by \$400,000 in each year, for an FY 2008 appropriation of \$173.9 million and an FY 2009 appropriation of \$248.9 million. (Page 6, Line 17)

**HOUSE AMENDMENT S-3298**

*Page and Line numbers refer to the location where the amendment action is inserted into SF 277.*

- Extends the reimbursement of registration fees for National Board Certification to those that register for certification by December 31, 2007. (Page 3, Line 2)
- Extends the annual awards for National Board Certification to those that register by December 31, 2007. (Page 3, Line 2)
- Specifies that applicants must achieve National Board Certification within the timeline established by the National Board for Professional Teaching Standards in order to qualify for the annual award. (Page 3, Line 2)
- Requires a minimum of a Bachelor's degree to obtain a Statement of Professional Recognition from the Board of Educational Examiners. (Page 3, Line 9)
- Requires school districts to conduct background checks prior to entering into an initial contract with teachers holding licenses other than an initial license. (Page 3, Line 34)
- Strikes the exclusion of school nurses from the Student Achievement and Teacher Quality Program. (Page 4, Line 13)
- Strikes the inclusion of teachers at the Iowa Braille and Sight Saving School and the School for the Deaf in the Student Achievement and Teacher Quality Program. (Page 4, Line 17)
- Specifies that an existing professional development, curriculum, or student improvement committee may serve as the Teacher Quality Committee if it meets certain criteria and the school board, administration, and the certified employee organization agree. (Page 5, Line 25)

**EXECUTIVE SUMMARY  
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**SENATE FILE 277 AS AMENDED BY S-3298 AND H-1738  
STUDENT ACHIEVE. & TEACHER QUALITY PROGRAM**

***HOUSE AMENDMENT S-3298  
(CONTINUED)***

- Specifies that the Teacher Quality Committee must follow the professional development model adopted by the State Board of Education in determining the use and distribution of professional development funds allocated under the Student Achievement and Teacher Quality Program. Specifies that the Committee's decisions are subject to the approval of the local school board. (Page 6, Line 4)
- Specifies that the goal for the use of professional development funds allocated under the Student Achievement and Teacher Quality Program is to provide one additional contract day or the equivalent of a contract day for professional development. (Page 9, Line 11)
- Restores language allowing the use of market factor incentives to improve the racial and ethnic diversity on local teaching staffs. (Page 14, Line 17)
- Specifies that a portion of the funds allocated to implement professional development, assist Teacher Quality Committees, and implement the evaluator training program may be used by the Department of Education to fill not more than 4.0 FTE positions. (Page 16, Line 21)
- Limits the Pay for Performance Commission to conducting two pay-for-performance planning pilots in FY 2008 and two implementation projects in FY 2009. Establishes the Career Ladder Pilot and directs the Department of Education to conduct up to eight career ladder planning pilots in FY 2008 and eight implementation projects in FY 2009. (Page 18, Line 16 through Page 19, Line 10; Page 22, Line 7 through Page 24, Line 9)
- Strikes the Iowa Elite Teacher Program. (Page 20, Line 4 through Page 21, Line 35)

***BILL AS PASSED BY THE SENATE***

**GUIDANCE COUNSELORS  
REQUIRED**

- Requires school districts to have a licensed guidance counselor beginning July 1, 2007. Requires each district to work toward a goal of having one qualified guidance counselor for every 350 students. (Page 1, Line 23)

FISCAL IMPACT: Section 5 of the Bill permits the Department of Education to grant waivers of this requirement for up to two years for districts that do not currently have a guidance counselor. Section 6 authorizes the School Budget Review Committee to grant one-time supplemental aid or establish a one-time modified allowable growth for school districts to hire guidance counselors. It is likely the requirement for guidance counselors will not be fully implemented until FY 2010.

The Bill does not preclude sharing of a counselor among several districts. In FY 2007, 41 school districts do not have a guidance counselor, and the average annual salary for a full-time guidance counselor is \$48,644. The cost of the employer's portion of retirement and Social Security contributions is assumed to be 13.0% of the annual salary. An average annual salary increase of 3.0% is assumed.

The cost of reaching the goal of one guidance counselor for every 350 students has not been estimated. In FY 2007, 154 districts had 350 students or fewer per guidance counselor, while 211 districts exceeded the desired ratio.

**EXECUTIVE SUMMARY  
NOTES ON BILLS AND AMENDMENTS**

**SENATE FILE 277 AS AMENDED BY S-3298 AND H-1738  
STUDENT ACHIEVE. & TEACHER QUALITY PROGRAM**

**GUIDANCE COUNSELORS  
REQUIRED (CONTINUED)**

**SCHOOL NURSES REQUIRED**

There is no fiscal impact to the General Fund of the State as a result of this section of the Bill. The statewide fiscal impact to local school districts is estimated to be between \$1.2 million and \$2.5 million by FY 2010.

- Requires school districts to have a school nurse to provide health services to students beginning July 1, 2007. Requires each district to work toward a goal of having one school nurse for every 750 students. The school nurse must hold a Statement of Professional Recognition issued by the Board of Education Examiners. (Page 1, Line 34)

FISCAL IMPACT: Section 5 of the Bill permits the Department of Education to grant waivers of this requirement for up to two years for districts that do not currently have a school nurse. Section 6 authorizes the School Budget Review Committee to grant one-time supplemental aid or establish a one-time modified allowable growth for school districts to hire school nurses. It is likely the requirement for school nurses will not be fully implemented until FY 2010.

The Bill does not preclude sharing of a nurse among several districts. In FY 2007, 84 school districts do not have a school nurse, and the average annual salary for a full-time school nurse is \$34,000. The cost of the employer's portion of retirement and Social Security contributions is assumed to be 13.0% of the annual salary. An average annual salary increase of 3.0% is assumed.

The cost of reaching the goal of one school nurse for every 750 students has not been estimated. In FY 2005, 136 districts had 750 students or fewer per nurse, while 231 districts exceeded the desired ratio.

There is no fiscal impact to the General Fund of the State as a result of this section of the Bill. The statewide fiscal impact to local school districts is estimated to be between \$1.8 million and \$3.5 million by FY 2010.

**STUDENT ACHIEVEMENT AND  
TEACHER QUALITY –  
MINIMUM TEACHER SALARIES**

- Increases the minimum salary for beginning teachers by \$1,000 to \$26,500 in FY 2008. (Page 10, Line 14)

FISCAL IMPACT: The estimated statewide cost of the minimum salary increase for beginning teachers is \$1.5 million in FY 2008.

- Increases the minimum salary for first-year career teachers by \$1,000 to \$27,500 and the minimum salary for all other career teachers by \$1,000 to \$28,500 in FY 2008. (Page 10, Line 25)

FISCAL IMPACT: The estimated statewide cost of the minimum salary increases for career teachers is \$898,000 in FY 2008.

**STUDENT ACHIEVEMENT AND  
TEACHER QUALITY –  
CHANGES TO FY 2008 AND FY 2009  
APPROPRIATIONS**

- Increases the FY 2008 General Fund appropriation to the Student Achievement and Teacher Quality Program by \$35.0 million to a total of \$174.3 million. This is an increase of \$70.0 million compared to the estimated FY 2007 appropriation. (Page 29, Line 7)
- Increases the FY 2009 General Fund appropriation to the Student Achievement and Teacher Quality Program by \$75.0 million to a total of \$249.3 million. This is an increase of \$75.0 million compared to the new FY 2008 appropriation. (Page 29, Line 7)

**EXECUTIVE SUMMARY  
NOTES ON BILLS AND AMENDMENTS**

**SENATE FILE 277 AS AMENDED BY S-3298 AND H-1738  
STUDENT ACHIEVE. & TEACHER QUALITY PROGRAM**

**STUDENT ACHIEVEMENT AND  
TEACHER QUALITY PROGRAM –  
CHANGES TO ALLOCATIONS**

- Allocates \$1.5 million in FY 2008 and FY 2009 to the Department of Education for issuance of National Board Certification awards. Of the amount, \$85,000 is allocated to the Ambassador to Education position. The amount allocated fulfills existing commitments to those who registered for certification prior to January 1, 2006. No additional awards are funded. (Page 15, Line 30)
- Allocates up to \$695,000 annually in FY 2008 and FY 2009 to the Department of Education for professional development and evaluator training. (Page 16, Line 8)
- Allocates up to \$20.0 million in FY 2008 for distribution to school districts for professional development. (Page 16, Line 22)
- Allocates up to \$1.8 million in FY 2008 to the Department of Education to establish Teacher Development Academies. (Page 17, Line 20)
- Allocates funding for distribution to school districts for market factor incentives as follows: (Page 18, Line 1)
  - FY 2007 - \$3.4 million
  - FY 2008 - \$3.4 million
  - FY 2009 - \$7.5 million
  - FY 2010 - \$6.6 million
- Allocates \$1.0 million for FY 2008 to the Department of Education for the Pay for Performance Program. (Page 18, Line 20)
- Allocates \$2.5 million annually for FY 2009 and FY 2010 to the Department of Management for the Pay for Performance Program. (Page 18, Line 34)
- Specifies that all licensed non-administrative employees of Area Education Agencies (AEAs), school districts, the Iowa Braille and Sight Saving School, and the Iowa School for the Deaf, with the exception of school nurses, are included in the definition of “teacher” for purposes of the Student Achievement and Teacher Quality Program. (Page 4, Line 8)
- Requires school districts and AEAs to create Teacher Quality Committees to monitor the implementation of the Student Achievement and Teacher Quality Program. (Page 5, Line 16)
- Requires professional development plans for each attendance center. (Page 6, Line 17)
- Requires the Department of Education, in collaboration with AEAs, to establish teacher development academies. (Page 10, Line 6)
- Specifies that, beginning in FY 2009, the formula for distribution of annual salary funding within a school district must be negotiated by the school board and the certified bargaining representative. Specifies that any increases in the funds provided above the base year will be distributed by a mutually agreed upon formula. (Page 12, Line 9)

**STUDENT ACHIEVEMENT AND  
TEACHER QUALITY –  
OTHER SIGNIFICANT CHANGES**

**EXECUTIVE SUMMARY  
NOTES ON BILLS AND AMENDMENTS**

**SENATE FILE 277 AS AMENDED BY S-3298 AND H-1738  
STUDENT ACHIEVE. & TEACHER QUALITY PROGRAM**

**STUDENT ACHIEVEMENT AND  
TEACHER QUALITY –  
OTHER SIGNIFICANT CHANGES  
(CONTINUED)**

- Specifies that a teacher who is not meeting the performance standards and criteria must be given an opportunity to participate in an intensive assistance program before adverse consequences may be applied. (Page 13, Line 20)
- Changes the focus of the Market Factor Pay Program from salaries to incentives. (Page 13, Line 26 through Page 15, Line 25)
- Requires the Department of Education to review the use and effectiveness of market factor incentives and report findings and recommendations to the General Assembly by January 15, 2008. Specifies the intent of the General Assembly to reevaluate the allocations for market factor incentives in future years based upon this report. (Page 15, Line 15)
- Specifies that funds allocated for the Pay for Performance Program do not revert at the end of the fiscal year. (Page 19, Line 30)
- Strikes the requirement for individual Pay for Performance Program incentives. (Page 22, Line 22)
- Specifies that the purpose of Pay for Performance Program planning projects is to evaluate various career ladder designs. (Page 22, Line 33)
- Strikes the requirement that the General Assembly consider statewide implementation of a Pay for Performance Program in FY 2010. (Page 24, Line 8)
- Creates the Iowa Elite Teacher Program to be administered by the Department of Education. (Page 20, Line 4)
- Directs the Department to select two urban and two rural school districts to participate in pilot projects in FY 2008 and four urban and four rural districts in FY 2009. (Page 20, Line 18; Page 20, Line 22)
- Specifies that funds distributed be equally divided between the participating districts. Specifies that each district shall distribute the funding equally to teachers that rank in the upper 10.00% of teachers employed by the district, as identified by the selection committee. (Page 20, Line 26)
- Requires each participating district to establish a five-member Elite Teacher Committee to establish criteria for ranking teachers for the purposes of awarding salary enhancements. (Page 20, Line 34)
- Requires teachers ranked in the upper 10.0% to be offered extended contracts, and those that accept to receive salary enhancements. The extended contracts must require the teachers to take measures to increase student achievement through summer school initiatives. Requires any student that receives a failing grade in the core curriculum areas to be encouraged to attend summer school. (Page 21, Line 11)
- Specifies that teachers holding an initial or regular practitioners license are eligible for salary enhancements. (Page 21, Line 22)

**IOWA ELITE TEACHER PROGRAM**

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STUDENT ACHIEVE. & TEACHER QUALITY PROGRAM**

**IOWA ELITE TEACHER PROGRAM  
(CONTINUED)**

**ADMINISTRATOR QUALITY  
PROGRAM**

**EFFECTIVE DATE**

- Requires each participating district to submit a report to the Department upon conclusion of the pilot project. Requires the Department to submit a final report to the General Assembly within 30 days of completion of the Program. (Page 21, Line 25)
- Requires the Department of Education to use up to 40.00% of the funds allocated for the Iowa Elite Teacher Program for purposes of the Program. (Page 21, Line 30)
- Creates the Administrator Quality Program, including Beginning Administrator Mentoring and Induction Program, professional development, and evaluation against the Iowa standards for school administrators. The Beginning Administrator Mentoring and Induction Program was established in 2006 and is funded with a standing appropriation of \$250,000. (Page 26, Line 15 through Page 29, Line 6)
- Specifies that the Section of the Bill providing for the non-reversion of funds for the Pay for Performance Program takes effect upon enactment. (Page 29, Line 27)

# Summary Data

## General Fund

	Actual FY 2006	Estimated FY 2007	Gov Rec FY 2008	Senate Action FY 2008	Senate Action vs. Est 2007	Page and Line #
	(1)	(2)	(3)	(4)	(5)	(6)
Education	\$ 69,593,894	\$ 104,343,894	\$ 174,343,894	\$ 173,943,894	\$ 69,600,000	
<b>Grand Total</b>	<u><u>\$ 69,593,894</u></u>	<u><u>\$ 104,343,894</u></u>	<u><u>\$ 174,343,894</u></u>	<u><u>\$ 173,943,894</u></u>	<u><u>\$ 69,600,000</u></u>	



## Education General Fund

	Actual FY 2006	Estimated FY 2007	Gov Rec FY 2008	Senate Action FY 2008	Senate Action vs. Est 2007	Page and Line #
	(1)	(2)	(3)	(4)	(5)	(6)
<b><u>Education, Department of</u></b>						
<b>Education, Department of</b>						
Student Achievement/Teacher Quality	\$ 69,593,894	\$ 104,343,894	\$ 174,343,894	\$ 173,943,894	\$ 69,600,000	PG 29 LN 7
<b>Total Education, Department of</b>	<u>\$ 69,593,894</u>	<u>\$ 104,343,894</u>	<u>\$ 174,343,894</u>	<u>\$ 173,943,894</u>	<u>\$ 69,600,000</u>	
<b>Total Education</b>	<u>\$ 69,593,894</u>	<u>\$ 104,343,894</u>	<u>\$ 174,343,894</u>	<u>\$ 173,943,894</u>	<u>\$ 69,600,000</u>	